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Promoting youth employment in remote areas in Jordan -(Job Jo)  
598428-EPP-1-2018-1-JO-EPPKA2-CBHE-JP





# BSNB objectives:

- 1. Qualifying students;
- 2. Activate the relationship between BSNB and other public and private entities, in order to know the type of functions required in the labor market;
- 3. Recruitment, interview, and selection of trainees;
- 4. Pedagogical organization of a training course.

# BSNB management:



- ✓ (Financial management)
- ✓ Pedagogical management
- ✓ Logistics management

# BSNB management:



- ✓ Pedagogical management

Organize training courses that lead trainees to make real apprenticeships that will be used in professional life

# BSNB management:



✓ Logistics  
management

Ensure that all  
conditions necessary  
for the smooth  
running of the  
courses are  
guaranteed

# Benefits of training

- a) Promotes employment;
- b) Improves employee performance;
- c) Improves employee satisfaction;
- d) Improves quality standards;
- e) Increases innovation;
- f) Reduces employee turnover;
- g) Enhances company reputation.

# Training cicle



# Training cicle





BSNBs have to play a role between **offer** and **demand** in the labor market.

## Tasks to perform:

- Build a database of companies and other institutions in the regional and / or national market.
- Identify in each one a contact person
- Build a questionnaire or an interview script to identify training needs



<b>Skills</b>	<b>Individual Rating</b> 1-Needs Help Here to 5-Great! No Training Needed
Planning and organising tasks and activities	1 2 3 4 5
Motivation and leadership of team and individual team members	1 2 3 4 5
Communication skills, questioning and active listening, building trust, empathy and mutual	1 2 3 4 5
Performance analysis and review planning	1 2 3 4 5
Training and developing others	1 2 3 4 5
Delegation of tasks	1 2 3 4 5
Financial and commercial understanding	1 2 3 4 5
Managing relationships, inter-department	1 2 3 4 5

# SAMPLE SKILLS REQUIREMENTS ANALYSIS

Job Position  
A. TECHNICAL/FUNCTIONAL

: QUALITY INSPECTOR

SKILLS AND KNOWLEDGE REQUIREMENTS	Desired Level of Job Competency	Actual Level of Job Competency
*Knowledge of production process	4	
*Knowledge of products and quality standards	4	
*Knowledge of product defects (e.g., <i>uncoated spots/area, coating failure, creases, damaged edge, edge build-up, jet lines</i> )	4	
*Knowledge of measurement standards/protocol/tolerances (e.g., <i>width, thickness, steepness</i> )	4	
*Proper use of measuring instruments/equipment (e.g., <i>steel tape, micrometer caliper, taper gauge, straight edge, hardness tester, weighing scale, porta spec</i> )	4	
*Knowledge of intended customer/market	4	
*Fact-finding / investigative skills	4	
*Judgment / decision-making skills	4	
*Proficiency in technical writing	4	
*Records-keeping skills	4	
*Familiarity with basic computer use	4	

Training areas	Number of registrations
Leadership	
Safety at work	
Computing	
Teamwork	
Marketing and sales	
Market research	
English language	

- Tasks to perform:
- - Apply the questionnaire with a defined frequency
- - Treat the data

# Another form of diagnosis

Listening to  
experts



# Synthesizing

In the first stage of the training cycle - the diagnosis - it is crucial to define a methodology that allows to understand what the labor market needs with regard to the skills of professionals.



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